Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **ACCOUNTANT**

ACCOUNTANT

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Maximum Agency Contribution (monthly) Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp	
Alameda	MCEA	Accountant II	09/08/02	5,846	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	535.20	778.22	In Med	NP	4.04	In Med	18.75	1,336.21	7,182.21	Low
Fremont	FAME	Accountant	06/29/03	6,744	0.0%	9.431%	9.431%	0.0%	2.00%	11.431%	770.91	787.00	In Med	In Med	4.07	15.00	0.00	1,576.98	8,320.98	
Milpitas	ProTech	Accountant	07/13/03	6,813	0.0%	9.366%	9.366%	0.0%	1.10%	10.466%	713.05	673.95	125.00	17.40	6.29	10.80	16.25	1,562.74	8,375.74	
Mountain View	Unrep.	Accountant II	06/23/02	6,008	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	421.16	907.40	175.72	8.08	7.45	72.10	51.07	1,642.97	7,650.97	
Palo Alto	Unrep.	Staff Accountant	07/01/02	5,614	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	846.98	1,425.00	164.21	10.00	2.75	16.84	44.35	2,510.14	8,124.14	
Richmond	SEIU	Accountant II	07/01/03	5,865	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	1137.11	770.00	93.28	16.04	3.00	10.20	66.00	2,095.63	7,960.63	
San Leandro	EA 21	Accountant I	01/01/03	5,582	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1299.43	673.95	70.87	NP	3.80	8.80	18.98	2,075.83	7,657.83	
San Mateo	Mgmt	Accountant II	09/02/01	5,587	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	1128.97	559.00	95.00	18.43	3.05	12.40	22.35	1,839.19	7,426.19	
Santa Clara	U8-A31	Accountant	06/22/03	6,515	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	871.12	677.32	49.85	NP	6.06	5.10	43.41	1,652.86	8,167.86	
Market Average Salary:				6,064														**Market Average Total Compensation:**	7,874.06	
Sunnyvale Total Compensation (Current)			current	6,158	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	862.63	626.08	In Med	In Med	In Med	17.76	37.56	1,544.03	7,701.68	
Market Adjusted Sunnyvale Total Compensation				6,521	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	913.58	626.08	In Med	In Med	In Med	18.96	39.78	1,598.40	8,119.75	
Final Sunnyvale Total Compensation			06/22/03	6,514	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	912.57	626.08	In Med	In Med	In Med	18.96	39.74	1,597.35	8,111.52	

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	7,874.06
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,960.54
Sunnyvale Total Compensation (Current):	7,701.68
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	8,119.75
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	418.08
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	5.91%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**5.79%**

Current Annual Salary:	73,891.79	Final Annual Salary:	78,170.13	Difference:	4,278.33
Current Monthly Salary:	6,157.65	Final Monthly Salary:	6,514.18	Difference:	356.53
Current Hourly Salary:	35.5249	Final Hourly Salary:	37.5818	Difference:	2.0569

Notes:

San Mateo - No wage increases in 2002; negotiations in 08-2003.

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

Palo Alto - No wage increases for unrepresented classes.

Alameda - 37.5 hour work week; monthly salary reflects 37.5 hour work week.

FY 02/03 increase 10.22%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **ADMINISTRATIVE AIDE**

ADMINISTRATIVE AIDE

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Alameda	MCEA	Management Analyst	09/08/02	5,759	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	527.24	778.22	In Med	NP	4.04	In Med	18.75	1,328.25	7,087.25
Fremont	FAME	Management Analyst I	06/29/03	5,551	0.0%	9.431%	9.431%	0.0%	2.00%	11.431%	634.53	787.00	In Med	In Med	4.07	15.00	0.00	1,440.60	6,991.60
Hayward	HAME	Administrative Analyst I	07/01/03	5,254	7.0%	8.084%	15.084%	0.0%	1.60%	16.686%	876.66	1,425.00	108.33	20.68	5.86	17.02	34.68	2,488.24	7,742.24
Milpitas	Unrep.	Administrative Analyst I	07/01/02	5,936	0.0%	9.366%	9.366%	0.0%	1.26%	10.626%	630.76	673.95	125.00	17.40	6.29	10.80	16.25	1,480.45	7,416.45
Mountain View	Unrep.	Administrative Analyst I	06/23/02	5,579	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	391.09	907.40	175.72	8.08	7.45	66.95	47.42	1,604.11	7,183.11
Richmond	RMEA	Assistant Administrative Analyst	07/01/03	4,852	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	940.71	770.00	93.28	16.04	3.00	34.93	64.05	1,922.01	6,774.01 Low
San Mateo	Mgmt	Management Analyst I	08/05/01	5,242	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	1059.25	559.00	95.00	18.43	3.05	12.40	20.97	1,768.10	7,010.10
Market Average Salary:				5,453														**Market Average Total Compensation:**	7,172.11
Sunnyvale Total Compensation (Current)			current	5,508	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	771.65	626.08	In Med	In Med	In Med	16.08	33.60	1,447.41	6,955.69
Market Adjusted Sunnyvale Total Compensation				5,880	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	823.79	626.08	In Med	In Med	In Med	17.04	35.87	1,502.78	7,383.23
Final Sunnyvale Total Compensation			06/22/03	5,874	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	822.89	626.08	In Med	In Med	In Med	17.04	35.83	1,501.84	7,375.87

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	7,172.11
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,238.46
Sunnyvale Total Compensation (Current):	6,955.69
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	7,383.23
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	427.54
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	6.76%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**6.64%**

Current Annual Salary:	66,099.28	Final Annual Salary:	70,488.27	Difference:	4,388.99
Current Monthly Salary:	5,508.27	Final Monthly Salary:	5,874.02	Difference:	365.75
Current Hourly Salary:	31.7785	Final Hourly Salary:	33.8886	Difference:	2.1101

FY 02/03 increase 8.45%

Notes:

Alameda - 37.5 hour work week; monthly salary reflects 37.5 hour work week.

San Mateo - No wage increases in 2002; negotiations in 08-2003.

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

Milpitas - Negotiations recently started and in progress.

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **ASSOCIATE PLANNER**

ASSOCIATE PLANNER

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Fremont	FACE	Associate Planner	06/30/02	6,610	0.0%	9.431%	9.431%	0.0%	0.00%	9.431%	623.39	643.81	114.60	0.00	4.07	6.75	0.00	1,392.62	8,002.62
Hayward	FPTE	Associate Planner	08/26/02	6,318	7.0%	8.084%	15.084%	0.0%	1.33%	16.416%	1037.16	673.95	108.33	20.68	3.73	13.50	0.00	1,857.35	8,175.35
Milpitas	ProTech	Associate Planner	07/13/03	7,910	0.0%	9.366%	9.366%	0.0%	0.95%	10.314%	815.84	673.95	125.00	17.40	6.29	10.80	16.25	1,665.53	9,575.53
Mountain View	Unrep.	Associate Planner	06/23/02	6,470	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	453.55	907.40	175.72	8.08	7.45	77.64	55.00	1,684.83	8,154.83
Palo Alto	SEIU	Planner	05/01/03	6,538	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	986.39	1,425.00	164.21	10.00	2.75	19.61	11.17	2,619.13	9,157.13
Richmond	RMEA	Senior Planner	07/01/03	6,788	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	1316.06	770.00	93.28	16.04	3.00	48.87	89.60	2,336.85	9,124.85
San Leandro	EA 21	Planner II	01/01/03	6,785	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1579.48	673.95	70.87	NP	3.80	8.80	23.07	2,359.97	9,144.97
San Mateo	EA	Associate Planner	09/02/01	6,020	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	1216.46	567.00	95.00	18.43	3.05	12.40	24.08	1,936.42	7,956.42 Low
Santa Clara	U8-A36	Associate Planner	06/22/03	7,374	0.0%	7.171%	7.171%	6.20%	0.00%	13.371%	985.98	677.32	49.85	NP	6.06	5.10	43.41	1,767.72	9,141.72
Market Average Salary:				6,757														**Market Average Total Compensation:**	8,714.82
Sunnyvale Total Compensation (Current)			current	6,860	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	960.97	626.08	In Med	In Med	In Med	19.92	41.84	1,648.81	8,508.48
Market Adjusted Sunnyvale Total Compensation				7,275	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1019.17	626.08	In Med	In Med	In Med	21.12	44.38	1,710.74	8,985.82
Final Sunnyvale Total Compensation			06/22/03	7,267	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1018.05	626.08	In Med	In Med	In Med	21.12	44.33	1,709.58	8,976.71

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	8,714.82
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	8,809.62
Sunnyvale Total Compensation (Current):	8,508.48
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	8,985.82
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	477.34
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	6.06%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	5.94%

Current Annual Salary:	82,316.00	Final Annual Salary:	87,205.57	Difference:	4,889.57
Current Monthly Salary:	6,859.67	Final Monthly Salary:	7,267.13	Difference:	407.46
Current Hourly Salary:	39.5750	Final Hourly Salary:	41.9258	Difference:	2.3508

FY 02/03 increase 9.24%

Notes:

Hayward - The Associates Planner is now an FLSA Exempt class.

San Mateo - No wage increases in 2002; negotiations in 09-2003.

Richmond - The Senior Planner is now an FLSA Exempt class.

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **BUILDING INSPECTOR/COORDINATOR**

BUILDING INSPECTOR/COORDINATOR

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Maximum Agency Contribution (monthly) Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
Fremont	FACE	See attached worksheet for title	06/29/03	6,335	0.0%	9.431%	9.431%	0.0%	0.00%	9.431%	597.45	643.81	114.60	0.00	4.07	6.75	0.00	1,366.68	7,701.68
Hayward	FPTE	See attached worksheet for title	08/26/02	5,761	7.0%	8.084%	15.084%	0.0%	1.46%	16.545%	953.14	673.95	108.33	20.68	3.73	13.50	0.00	1,773.33	7,534.33 Low
Milpitas	ProTech	See attached worksheet for title	07/13/03	7,373	0.0%	9.366%	9.366%	0.0%	1.02%	10.386%	765.76	673.95	125.00	17.40	6.29	10.80	16.25	1,615.45	8,988.45
Mountain View	SEIU	See attached worksheet for title	06/23/02	6,630	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	464.76	907.40	166.31	8.08	7.45	79.56	56.36	1,689.92	8,319.92
Palo Alto	SEIU	See attached worksheet for title	05/01/03	6,351	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	958.18	1,425.00	164.21	10.00	2.75	19.05	11.17	2,590.36	8,941.36
Richmond	SEIU	See attached worksheet for title	07/01/03	6,217	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	1205.35	770.00	93.28	16.04	3.00	10.20	66.00	2,163.87	8,380.87
San Leandro	EA 21	See attached worksheet for title	01/01/03	5,969	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1389.52	673.95	70.87	NP	3.80	8.80	20.29	2,167.24	8,136.24
San Mateo	EA	See attached worksheet for title	01/06/02	5,864	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	1184.94	567.00	95.00	18.43	3.05	12.40	23.46	1,904.27	7,768.27
Santa Clara	U7-A37/39	See attached worksheet for title	06/22/03	7,661	0.0%	7.171%	7.171%	6.20%	0.00%	13.371%	1024.35	677.32	49.85	NP	6.06	5.10	43.41	1,806.09	9,467.09
Market Average Salary:				6,462														**Market Average Total Compensation:**	8,359.80
Sunnyvale Total Compensation (Current)			current	6,564	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	919.57	626.08	In Med	In Med	In Med	18.96	40.04	1,604.66	8,168.82
Market Adjusted Sunnyvale Total Compensation				6,967	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	976.07	626.08	In Med	In Med	In Med	20.16	42.50	1,664.81	8,632.25
Final Sunnyvale Total Compensation			06/22/03	6,960	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	975.02	626.08	In Med	In Med	In Med	20.16	42.46	1,663.72	8,623.71

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	8,359.80
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	8,462.99
Sunnyvale Total Compensation (Current):	8,168.82
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	8,632.25
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	463.42
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	6.14%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	6.03%

Current Annual Salary:	78,770.02	Final Annual Salary:	83,519.85	Difference:	4,749.83
Current Monthly Salary:	6,564.17	Final Monthly Salary:	6,959.99	Difference:	395.82
Current Hourly Salary:	37.8702	Final Hourly Salary:	40.1538	Difference:	2.2836

Notes:

Richmond - Plan Check Engineer and Building Inspection Supervisor are now FLSA Exempt; Building Inspector benefits used for total comp.

San Mateo - No wage increases in 2002; negotiations in 09-2003.

Fremont - Plan Checker is now inactive class; duties performed by Plan Check Engineer and Building Inspection Specialist.

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

FY 02/03 increase 8.52%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **BUYER**

BUYER

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Milpitas	Unrep.	Buyer	07/01/02	6,300	0.0%	9.366%	9.366%	0.0%	1.19%	10.556%	665.03	673.95	125.00	17.40	6.29	10.80	16.25	1,514.72	7,814.72
Palo Alto	SEIU	Buyer	05/01/03	5,422	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	818.02	1,425.00	164.21	10.00	2.75	16.27	11.17	2,447.41	7,869.41
Santa Clara	U8-A32	Buyer	06/22/03	6,670	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	891.85	677.32	49.85	NP	6.06	5.10	43.41	1,673.59	8,343.59
Market Average Salary:				6,131														**Market Average Total Compensation:**	8,009.24
Sunnyvale Total Compensation (Current)			current	6,194	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	867.71	626.08	In Med	In Med	In Med	18.00	37.78	1,549.57	7,743.50
Market Adjusted Sunnyvale Total Compensation				6,565	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	919.65	626.08	In Med	In Med	In Med	18.96	40.04	1,604.73	8,169.42
Final Sunnyvale Total Compensation			06/22/03	6,558	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	918.64	626.08	In Med	In Med	In Med	18.96	40.00	1,603.68	8,161.19

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	8,009.24
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	8,009.24
Sunnyvale Total Compensation (Current):	7,743.50
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	8,169.42
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	425.93
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	5.99%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**5.87%**

Current Annual Salary:	74,327.14	Final Annual Salary:	78,690.14	Difference:	4,363.00
Current Monthly Salary:	6,193.93	Final Monthly Salary:	6,557.51	Difference:	363.58
Current Hourly Salary:	35.7342	Final Hourly Salary:	37.8318	Difference:	2.0976

Notes:
Milpitas - Negotiations recently started and in progress.

FY 02/03 increase 9.78%

Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEE ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **CIVIL ENGINEER**

CIVIL ENGINEER

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Alameda	EA	Associate Civil Engineer	11/03/02	6,715	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	614.76	759.80	In Med	NP	4.04	In Med	18.75	1,397.35	8,112.35 Low
Fremont	PETA	Associate Civil Engineer	06/29/03	7,909	0.0%	9.431%	9.431%	0.0%	0.00%	9.431%	745.90	800.00	In Med	0.00	4.07	7.50	0.00	1,557.47	9,466.47
Hayward	FPTE	Associate Civil Engineer	08/26/02	6,737	7.0%	8.084%	15.084%	0.0%	1.25%	16.333%	1100.36	673.95	108.33	20.68	3.73	13.50	0.00	1,920.55	8,657.55
Milpitas	ProTech	Associate Civil Engineer	07/13/03	8,736	0.0%	9.366%	9.366%	0.0%	0.86%	10.224%	893.17	673.95	125.00	17.40	6.29	10.80	16.25	1,742.86	10,478.86
Mountain View	Unrep.	Associate Engineer (Civil)	06/23/02	7,499	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	525.68	907.40	175.72	8.08	7.45	89.99	63.75	1,778.07	9,277.07
Palo Alto	SEIU	Engineer	05/01/03	7,273	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	1097.28	1,425.00	164.21	10.00	2.75	21.82	11.17	2,732.23	10,005.23
Richmond	RMEA	Associate Civil Engineer	07/01/03	6,420	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	1244.71	770.00	93.28	16.04	3.00	46.23	84.74	2,258.00	8,678.00
San Leandro	EA 21	Associate Engineer	01/01/03	7,125	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1658.63	673.95	70.87	NP	3.80	8.80	24.23	2,440.27	9,565.27
San Mateo	EA	Associate Engineer	09/02/01	6,828	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	1379.73	567.00	95.00	18.43	3.05	12.40	27.31	2,102.93	8,930.93
Santa Clara	U4-E41	Civil Engineer II	06/22/03	7,766	0.0%	7.171%	7.171%	6.20%	0.00%	13.371%	1038.39	1,234.72	81.00	In Med	6.06	19.50	NP	2,379.67	10,145.67
Market Average Salary:				7,301														**Market Average Total Compensation:**	9,331.74
Sunnyvale Total Compensation (Current)			current	7,363	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1031.47	626.08	In Med	In Med	In Med	21.36	44.91	1,723.83	9,086.77
Market Adjusted Sunnyvale Total Compensation				7,859	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1100.94	626.08	In Med	In Med	In Med	22.80	47.94	1,797.76	9,656.57
Final Sunnyvale Total Compensation			06/22/03	7,850	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1099.76	626.08	In Med	In Med	In Med	22.80	47.89	1,796.53	9,646.89

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:					9,331.74
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)					9,467.23
Sunnyvale Total Compensation (Current):					9,086.77
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):					2.0%
Market Average Total Compensation + % Adjustment:					9,656.57
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:					569.80
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat					6.73%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):					-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:					**6.62%**
Current Annual Salary:	88,355.28	Final Annual Salary:	94,204.40	Difference:	5,849.12
Current Monthly Salary:	7,362.94	Final Monthly Salary:	7,850.37	Difference:	487.43
Current Hourly Salary:	42.4785	Final Hourly Salary:	45.2906	Difference:	2.8121

FY 02/03 increase 9.31%

Notes:

Alameda - 37.5 hour work week; monthly salary reflects 37.5 hour work week.

San Mateo - No wage increases in 2002; negotiations in 09-2003.

Hayward - The Associates Planner is now an FLSA Exempt class.

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

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DATA AS OF 07/15/03

Johnson & Associates LLC

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **EMPLOYMENT DEVELOPMENT AIDE**

EMPLOYMENT DEVELOPMENT AIDE (Career Advisor)

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Alameda County	SEIU 535	Career Development Specialist I	07/07/02	4,691	0.0%	9.560%	9.560%	6.2%	0.00%	15.760%	739.30	751.02	91.86	8.33	1.34	0.77	0.00	1,592.63	6,283.63
Richmond	SEIU	Employment Program Specialist II	07/01/03	4,739	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	918.80	770.00	93.28	16.04	3.00	10.20	62.56	1,873.88	6,612.88
San Francisco	SEIU 535	Employment and Training Specialist	07/01/03	5,239	0.0%	12.840%	12.840%	6.2%	0.00%	19.040%	997.51	638.52	90.84	In Med	1.08	0.00	17.81	1,745.76	6,984.76
San Mateo County	AFSCME-829	Employment Services Specialist II	11/01/02	4,618	0.0%	12.550%	12.550%	6.2%	0.00%	18.750%	865.88	876.15	70.85	13.69	0.00	7.41	20.78	1,854.76	6,472.76
Santa Clara County	SEIU 715-Y27	Employment Counselor	06/23/03	5,665	7.0%	7.742%	14.742%	6.2%	0.00%	20.942%	1186.36	855.96	112.95	10.14	1.64	0.00	0.00	2,167.05	7,832.05
Market Average Salary:				4,990														**Market Average Total Compensation:**	6,837.21
Sunnyvale Total Compensation (Current)			current	5,335	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	747.40	626.08	In Med	In Med	In Med	15.60	32.54	1,421.63	6,756.77
Market Adjusted Sunnyvale Total Compensation				5,524	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	773.89	626.08	In Med	In Med	In Med	16.08	33.70	1,449.74	6,973.96
Final Sunnyvale Total Compensation			06/22/03	5,518	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	773.04	626.08	In Med	In Med	In Med	16.08	33.66	1,448.86	6,967.00

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	6,837.21
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,837.21
Sunnyvale Total Compensation (Current):	6,756.77
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	6,973.96
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	217.19
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	3.54%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	3.43%

Current Annual Salary:	64,021.78	Final Annual Salary:	66,217.72	Difference:	2,195.95
Current Monthly Salary:	5,335.15	Final Monthly Salary:	5,518.14	Difference:	183.00
Current Hourly Salary:	30.7797	Final Hourly Salary:	31.8354	Difference:	1.0557

FY 02/03 increase 10.65%

Notes - Retirement:

Alameda County - Normal Cost reported is for 1937 County Plan, Tier I; start of service age = 33.

San Francisco - Normal Cost reported is for SFERS. This class is in a bargaining unit which is not under PERS; start of service age = 33.

San Mateo County - Normal Cost reported is for 1937 County Plan, Plan I; start of service age = 33.

Notes:

Alameda County - No salary increase.

San Francisco - Effective July 1, 2003 - June 30, 2004 employee will pay 7.5% employee retirement contribution.

Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **ENVIRONMENTAL CHEMIST II**

ENVIRONMENTAL CHEMIST II

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Maximum Agency Contribution (monthly) Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
Dublin/San Ramon Services Distr	Stn Eng	Environmental Chemist II	01/13/03	6,200	0.0%	7.058%	7.058%	12.4%	0.00%	19.458%	1206.40	1167.00	138.29	30.56	7.95	50.10	0.00	2,600.30	8,800.30
Hayward	FPTE	Laboratory Technician	08/26/02	4,924	7.0%	8.084%	15.084%	0.0%	1.71%	16.793%	826.89	673.95	108.33	20.68	3.73	13.50	0.00	1,647.08	6,571.08
Palo Alto	SEIU	Chemist	05/01/03	6,110	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	921.82	1,425.00	164.21	10.00	2.75	18.33	11.17	2,553.28	8,663.28
San Jose	MEF	Chemist	06/23/03	6,266	0.0%	15.200%	15.200%	0.0%	0.00%	15.200%	952.43	582.64	85.50	16.00	3.87	5.40	0.00	1,645.84	7,911.84
Union Sanitary District	n/a	Laboratory Analyst III	03/01/03	5,567	6.0%	7.950%	13.950%	0.0%	0.00%	13.950%	776.60	667.14	119.00	24.86	n.a	8.00	76.00	1,671.60	7,238.60
Market Average Salary:				5,813														**Market Average Total Compensation:**	7,837.02
Sunnyvale Total Compensation (Current)			current	5,884	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	824.28	626.08	In Med	In Med	In Med	17.04	35.89	1,503.30	7,387.25
Market Adjusted Sunnyvale Total Compensation				6,412	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	898.24	626.08	In Med	In Med	In Med	18.48	39.11	1,581.91	7,993.76
Final Sunnyvale Total Compensation			06/22/03	6,405	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	897.31	626.08	In Med	In Med	In Med	18.48	39.07	1,580.95	7,986.22

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	7,837.02
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,837.02
Sunnyvale Total Compensation (Current):	7,387.25
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	7,993.76
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	606.51
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	8.97%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**8.86%**

Current Annual Salary:	70,607.47	Final Annual Salary:	76,863.29	Difference:	6,255.82
Current Monthly Salary:	5,883.96	Final Monthly Salary:	6,405.27	Difference:	521.32
Current Hourly Salary:	33.9459	Final Hourly Salary:	36.9535	Difference:	3.0076

Notes:

Dublin/San Ramon Services District - District paid employee PERS (7%) moved to based salary.

Dublin/San Ramon Services District - Environmental Chemist II is now FLSA Exempt; LTD benefit was removed; employee share of FICA (6.25%) paid by employer.

Union Sanitary District - District paid employee PERS is now 6% (employee pays 2% of 8% cost now that District is at 2.5%@55 benefit level).

FY 02/03 increase 7.26%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **EQUIPMENT MECHANIC**

EQUIPMENT MECHANIC

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Alameda	EA	Fleet Mechanic	11/03/02	5,145	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	471.02	759.80	In Med	NP	4.04	In Med	18.75	1,253.61	6,398.61 Low
Fremont	OE3	Heavy Equipment Mechanic	06/30/02	5,258	0.0%	9.431%	9.431%	0.0%	0.00%	9.431%	495.88	793.00	In Med	In Med	4.07	4.50	0.00	1,297.45	6,555.45
Hayward	SEIU-main	Equipment Mechanic II	05/01/03	4,940	7.0%	8.084%	15.084%	0.0%	1.70%	16.787%	829.30	1,425.00	108.33	20.68	5.86	8.10	NP	2,397.27	7,337.27
Milpitas	EA	Vehicle Maintenance Worker II	01/12/03	5,557	0.0%	9.366%	9.366%	0.0%	0.00%	9.366%	520.47	733.62	125.00	NP	6.29	10.80	16.25	1,412.43	6,969.43
Mountain View	SEIU	Equipment Mechanic II	06/23/02	5,278	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	369.99	907.40	166.31	8.08	7.45	63.34	44.86	1,567.43	6,845.43
Palo Alto	SEIU	Motorized Equipment Mechanic	05/01/03	5,072	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	765.21	1,425.00	164.21	10.00	2.75	15.22	11.17	2,393.56	7,465.56
Richmond	SEIU	Combination Equipment Mechanic	07/01/03	5,029	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	975.02	770.00	93.28	16.04	3.00	10.20	66.00	1,933.54	6,962.54
San Leandro	EA 21	Equipment Mechanic	01/01/03	5,063	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1178.62	673.95	70.87	NP	3.80	8.80	17.21	1,953.25	7,016.25
Santa Clara	U6-G28	Automotive Technician III	06/22/03	5,708	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	763.22	676.82	165.86	NP	6.06	7.80	41.40	1,661.16	7,369.16
Market Average Salary:				5,228														**Market Average Total Compensation:**	6,991.08
Sunnyvale Total Compensation (Current)			current	5,328	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	746.36	626.08	In Med	In Med	In Med	15.36	32.50	1,420.30	6,748.05
Market Adjusted Sunnyvale Total Compensation				5,727	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	802.24	626.08	In Med	In Med	In Med	16.56	34.93	1,479.82	7,206.44
Final Sunnyvale Total Compensation			06/22/03	5,720	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	801.37	626.08	In Med	In Med	In Med	16.56	34.89	1,478.91	7,199.31

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	6,991.08
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,065.14
Sunnyvale Total Compensation (Current):	6,748.05
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	7,206.44
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	458.39
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	7.49%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**7.37%**

Current Annual Salary:	63,932.96	Final Annual Salary:	68,644.82	Difference:	4,711.86
Current Monthly Salary:	5,327.75	Final Monthly Salary:	5,720.40	Difference:	392.65
Current Hourly Salary:	30.7370	Final Hourly Salary:	33.0023	Difference:	2.2653

Notes:
Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

FY 02/03 increase 7.35%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **HAZARDOUS MATERIALS INSPECTOR**

HAZARDOUS MATERIALS INSPECTOR

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Maximum Agency Contribution (monthly) Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp	
Fremont	FACE	Hazardous Materials Technician	06/30/02	6,301	0.0%	9.431%	9.431%	0.0%	0.00%	9.431%	594.25	643.81	114.60	0.00	4.07	6.75	0.00	1,363.48	7,664.48	
Hayward	FTPE	Hazardous Materials Investigator	08/26/02	5,744	7.0%	8.084%	15.084%	0.0%	1.47%	16.549%	950.57	673.95	108.33	20.68	3.73	13.50	0.00	1,770.76	7,514.76	Low
Milpitas	IAFF	Hazardous Materials Inspector	01/12/03	8,524	0.0%	16.408%	16.408%	0.0%	0.00%	16.408%	1398.62	673.95	150.00	17.40	6.29	10.80	16.00	2,273.06	10,797.06	
Mountain View	Unrep.	Hazardous Materials Specialist	06/23/02	7,655	0.0%	16.465%	16.465%	0.0%	0.00%	16.465%	1260.40	907.40	175.72	8.08	7.45	91.86	63.75	2,514.66	10,169.66	
Palo Alto	IAFF	Hazardous Materials Inspector	07/01/02	8,084	0.0%	17.292%	17.292%	0.0%	0.00%	17.292%	1397.89	1,425.00	164.21	10.00	2.75	24.25	NP	3,024.10	11,108.10	
Santa Clara	U9B-uncl	Hazardous Materials Specialist	12/22/02	11,151	0.0%	16.821%	16.821%	0.0%	0.00%	16.821%	1875.71	16.08	81.00	NP	6.06	15.60	NP	1,994.45	13,145.45	
Market Average Salary:				7,910														**Market Average Total Compensation:**	10,066.58	
Sunnyvale Total Compensation (Current)			current	8,534	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1195.54	626.08	In Med	In Med	In Med	24.72	52.06	1,898.40	10,432.50	
Market Adjusted Sunnyvale Total Compensation				8,844	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1238.93	626.08	In Med	In Med	In Med	25.68	53.95	1,944.64	10,788.49	
Final Sunnyvale Total Compensation			06/22/03	8,834	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1237.51	626.08	In Med	In Med	In Med	25.68	53.89	1,943.15	10,776.80	

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

(0.00)

Market Average Total Compensation:	10,066.58
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	10,576.95
Sunnyvale Total Compensation (Current):	10,432.50
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	10,788.49
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	355.98
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	3.63%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	3.51%

Current Annual Salary:	102,409.22	Final Annual Salary:	106,003.78	Difference:	3,594.56
Current Monthly Salary:	8,534.10	Final Monthly Salary:	8,833.65	Difference:	299.55
Current Hourly Salary:	49.2352	Final Hourly Salary:	50.9634	Difference:	1.7282

Notes:

Milpitas - Safety retirement.

Santa Clara - Safety retirement

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089; safety retirement.

Palo Alto - Hazardous Materials Inspector - negotiations just started; safety retirement.

FY 02/03 increase 9.17%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **LEISURE SERVICES COORDINATOR I**

LEISURE SERVICES COORDINATOR I

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Fremont	FACE	Recreation Supervisor I	07/01/02	4,830	0.0%	9.431%	9.431%	0.0%	0.00%	9.431%	455.52	643.81	114.60	0.00	4.07	6.75	0.00	1,224.75	6,054.75 Low
Milpitas	ProTech	Program Coordinator	07/13/03	5,927	0.0%	9.366%	9.366%	0.0%	1.27%	10.631%	630.10	673.95	125.00	17.40	6.29	10.80	16.25	1,479.79	7,406.79
Mountain View	Unrep.	Recreation Coordinator	06/23/02	4,810	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	337.18	907.40	175.72	8.08	7.45	57.72	40.89	1,534.44	6,344.44
Palo Alto	SEIU	Coordinator, Recreation Programs	05/01/03	4,881	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	736.40	1,425.00	164.21	10.00	2.75	14.64	11.17	2,364.17	7,245.17
Richmond	SEIU	Recreation Program Coordinator	07/01/03	4,478	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	868.19	770.00	93.28	16.04	3.00	10.20	59.11	1,819.82	6,297.82
San Mateo	EA	Community Services Supervisor	09/02/01	5,072	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	1024.90	567.00	95.00	18.43	3.05	12.40	20.29	1,741.07	6,813.07
Santa Clara	U5-A27	Recreation Coordinator	06/22/03	5,910	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	790.23	677.32	49.85	NP	6.06	5.10	43.41	1,571.97	7,481.97
Market Average Salary:				5,130														**Market Average Total Compensation:**	6,806.29
Sunnyvale Total Compensation (Current)			current	5,293	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	741.49	626.08	In Med	In Med	In Med	15.36	32.29	1,415.22	6,708.20
Market Adjusted Sunnyvale Total Compensation				5,608	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	785.62	626.08	In Med	In Med	In Med	16.32	34.21	1,462.23	7,070.17
Final Sunnyvale Total Compensation			06/22/03	5,602	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	784.72	626.08	In Med	In Med	In Med	16.32	34.17	1,461.29	7,062.85

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	6,806.29
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	6,931.54
Sunnyvale Total Compensation (Current):	6,708.20
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	7,070.17
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	361.98
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	5.95%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**5.83%**

Current Annual Salary:	63,515.71	Final Annual Salary:	67,218.68	Difference:	3,702.97
Current Monthly Salary:	5,292.98	Final Monthly Salary:	5,601.56	Difference:	308.58
Current Hourly Salary:	30.5364	Final Hourly Salary:	32.3167	Difference:	1.7803

Notes:

San Mateo - No wage increases in 2002; negotiations in 09-2003.

Fremont - Sr. Recreation Lead title changed to Recreation Supervisor I - good match; step 5 salary used (step 6/7 recognizes board support or supv of staff).

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

FY 02/03 increase 10.62%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **LIBRARIAN**

LIBRARIAN

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Alameda	EA	Senior Librarian	11/03/02	4,795	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	438.98	759.80	In Med	NP	4.04	In Med	18.75	1,221.57	6,016.57 Low
Mountain View	Unrep.	Librarian II	06/23/02	5,181	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	363.19	907.40	175.72	8.08	7.45	62.17	44.04	1,568.05	6,749.05
Palo Alto	SEIU	Senior Librarian	05/01/03	5,302	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	799.91	1,425.00	164.21	10.00	2.75	15.91	11.17	2,428.95	7,730.95
Richmond	SEIU	Librarian II	07/01/03	5,194	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	1007.01	770.00	93.28	16.04	3.00	10.20	66.00	1,965.53	7,159.53
San Leandro	EA 21	Librarian	01/01/03	4,940	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1149.98	673.95	70.87	NP	3.80	8.80	16.80	1,924.20	6,864.20
San Mateo	SEIU-Lib	Librarian II	01/20/02	4,661	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	941.85	691.99	95.00	26.85	3.05	12.40	18.64	1,789.78	6,450.78
Santa Clara	U8-A30	Librarian II	06/22/03	6,359	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	850.26	677.32	49.85	NP	6.06	5.10	43.41	1,632.00	7,991.00
Market Average Salary:				5,205														**Market Average Total Compensation:**	6,994.58
Sunnyvale Total Compensation (Current)			current	5,459	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	764.82	626.08	In Med	In Med	In Med	15.84	33.30	1,440.04	6,899.54
Market Adjusted Sunnyvale Total Compensation				5,809	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	813.74	626.08	In Med	In Med	In Med	16.80	35.43	1,492.05	7,300.74
Final Sunnyvale Total Compensation			06/22/03	5,802	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	812.85	626.08	In Med	In Med	In Med	16.80	35.39	1,491.13	7,293.48

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	6,994.58
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,157.59
Sunnyvale Total Compensation (Current):	6,899.54
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	7,300.74
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	401.20
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	6.40%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	6.28%

Current Annual Salary:	65,513.97	Final Annual Salary:	69,628.25	Difference:	4,114.28
Current Monthly Salary:	5,459.50	Final Monthly Salary:	5,802.35	Difference:	342.86
Current Hourly Salary:	31.4971	Final Hourly Salary:	33.4751	Difference:	1.9780

Notes:

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

San Mateo - No wage increases in 2002; negotiations in 09-2003.

Alameda - 37.5 hour work week; monthly salary reflects 37.5 hour work week.

FY 02/03 increase 9.88%

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **SENIOR PROGRAMMER ANALYST**

SENIOR PROGRAMMER ANALYST

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Fremont	FAME	Senior Programmer Analyst	06/29/03	8,361	0.0%	9.431%	9.431%	0.0%	2.00%	11.431%	955.75	787.00	In Med	In Med	4.07	15.00	0.00	1,761.82	10,122.82
Milpitas	Unrep.	Systems Administrator	07/01/02	8,051	0.0%	9.366%	9.366%	0.0%	0.93%	10.297%	829.01	673.95	125.00	17.40	6.29	10.80	16.25	1,678.70	9,729.70
Palo Alto	Unrep.	Technologist	07/01/02	7,224	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	1089.88	1,425.00	164.21	10.00	2.75	21.67	57.07	2,770.59	9,994.59
Market Average Salary:				7,879														**Market Average Total Compensation:**	9,949.03
Sunnyvale Total Compensation (Current)			current	7,866	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1101.90	626.08	In Med	In Med	In Med	22.80	47.98	1,798.76	9,664.38
Market Adjusted Sunnyvale Total Compensation				8,287	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1160.86	626.08	In Med	In Med	In Med	24.00	50.55	1,861.49	10,148.02
Final Sunnyvale Total Compensation			06/22/03	8,278	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	1159.63	626.08	In Med	In Med	In Med	24.00	50.49	1,860.21	10,137.99

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	9,949.03
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	9,949.03
Sunnyvale Total Compensation (Current):	9,664.38
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	10,148.02
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	483.64
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	5.35%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**5.24%**

Current Annual Salary:	94,387.49	Final Annual Salary:	99,333.39	Difference:	4,945.90
Current Monthly Salary:	7,865.62	Final Monthly Salary:	8,277.78	Difference:	412.16
Current Hourly Salary:	45.3786	Final Hourly Salary:	47.7564	Difference:	2.3778

FY 02/03 increase 11.77%

Notes:
Milpitas - Negotiations recently started and in progress.
Palo Alto - No wage increases for unrepresented classes.

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Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **STAFF OFFICE ASSISTANT**

STAFF OFFICE ASSISTANT

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Maximum Agency Contribution (monthly) Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp	
Alameda	EA	Inter Clerk	11/03/02	3,580	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	327.75	759.80	In Med	NP	4.04	In Med	18.75	1,110.34	4,690.34	Low
Hayward	SEIU-cler	Administrative Clerk II	05/01/03	3,429	7.0%	8.084%	15.084%	0.0%	2.45%	17.538%	601.38	1,425.00	108.33	20.68	5.86	8.10	NP	2,169.35	5,598.35	
Milpitas	ProTech	Office Assistant II	07/13/03	4,368	0.0%	9.366%	9.366%	0.0%	1.72%	11.083%	484.11	673.95	125.00	17.40	6.29	10.80	16.25	1,333.80	5,701.80	
Mountain View	SEIU	Office Assistant II	06/23/02	3,757	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	263.37	907.40	166.31	8.08	7.45	45.08	31.93	1,429.62	5,186.62	
Palo Alto	SEIU	Office Assistant	05/01/03	3,775	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	569.53	1,425.00	164.21	10.00	2.75	11.33	11.17	2,193.99	5,968.99	
Richmond	SEIU	Office Assistant II	07/01/03	3,780	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	732.87	770.00	93.28	16.04	3.00	10.20	49.89	1,675.28	5,455.28	
San Leandro	EA 21	Administrative Assistant I	01/01/03	3,511	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	817.33	673.95	70.87	NP	3.80	8.80	11.94	1,586.68	5,097.68	
San Mateo	EA	Office Assistant II	09/02/01	3,455	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	698.15	567.00	95.00	18.43	3.05	12.40	13.82	1,407.85	4,862.85	
Santa Clara	U8-A18	Office Specialist II	06/22/03	4,758	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	636.19	677.32	49.85	NP	6.06	5.10	43.41	1,417.93	6,175.93	
Market Average Salary:				3,824														**Market Average Total Compensation:**	5,415.32	
Sunnyvale Total Compensation (Current)			current	4,094	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	573.56	626.08	In Med	In Med	In Med	12.00	24.97	1,236.61	5,330.83	
Market Adjusted Sunnyvale Total Compensation				4,438	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	621.76	626.08	In Med	In Med	In Med	12.96	27.07	1,287.88	5,726.18	
Final Sunnyvale Total Compensation			06/22/03	4,434	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	621.11	626.08	In Med	In Med	In Med	12.96	27.05	1,287.19	5,720.82	

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	5,415.32
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	5,505.94
Sunnyvale Total Compensation (Current):	5,330.83
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04): *	4.0%
Market Average Total Compensation + % Adjustment:	5,726.18
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	395.34
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	8.40%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**8.29%**

Current Annual Salary:	49,130.64	Final Annual Salary:	53,203.57	Difference:	4,072.93
Current Monthly Salary:	4,094.22	Final Monthly Salary:	4,433.63	Difference:	339.41
Current Hourly Salary:	23.6205	Final Hourly Salary:	25.5786	Difference:	1.9581

NOTE:

* MOU specifically calls for an additional 2% equity adjustment.

FY 02/03 increase 9.29%

Notes:

Richmond - Administrative Clerk II title changed to Office Assistant II

San Mateo - No wage increases in 2002; negotiations in 09-2003.

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

Alameda - Intermediate Typist Clerk title changed to Intermediate Clerk; 37.5 hour work week; monthly salary reflects 37.5 hour work week.

Johnson & Associates LLC

DATA AS OF 07/15/03

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **UTILITY WORKER**

UTILITY WORKER

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
												Maximum Agency Contribution (monthly)							
Alameda	EA	Maintenance Worker II	11/03/02	4,519	0.0%	9.155%	9.155%	0.0%	0.00%	9.155%	413.71	759.80	In Med	NP	4.04	In Med	18.75	1,196.30	5,715.30 Low
Hayward	SEIU-main	Maintenance Worker	05/01/03	4,098	7.0%	8.084%	15.084%	0.0%	2.05%	17.137%	702.29	1,425.00	108.33	20.68	5.86	8.10	NP	2,270.26	6,368.26
Milpitas	EA	Maintenance Worker II	01/12/03	4,690	0.0%	9.366%	9.366%	0.0%	0.00%	9.366%	439.27	733.62	125.00	NP	6.29	10.80	16.25	1,331.23	6,021.23
Mountain View	SEIU	Street Maintenance Worker II	06/23/02	4,552	0.0%	7.010%	7.010%	0.0%	0.00%	7.010%	319.10	907.40	166.31	8.08	7.45	54.62	38.69	1,501.65	6,053.65
Richmond	SEIU	Maintenance Worker II	07/01/03	4,088	8.0%	11.388%	19.388%	0.0%	0.00%	19.388%	792.58	770.00	93.28	16.04	3.00	10.20	53.96	1,739.06	5,827.06
San Leandro	EA 21	Street Maintenance Worker II	01/01/03	4,374	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1018.22	673.95	70.87	NP	3.80	8.80	14.87	1,790.52	6,164.52
San Mateo	SEIU-main	Maintenance Worker II	03/03/02	4,222	7.0%	7.007%	14.007%	6.2%	0.00%	20.207%	853.14	673.95	95.00	18.43	3.05	12.40	4.00	1,659.97	5,881.97
Santa Clara	U6-G23	Street Maintenance Worker III	06/22/03	5,061	0.0%	7.171%	7.171%	6.2%	0.00%	13.371%	676.71	676.82	165.86	NP	6.06	7.80	41.40	1,574.65	6,635.65
Market Average Salary:				4,451														**Market Average Total Compensation:**	6,083.45
Sunnyvale Total Compensation (Current)			current	4,556	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	638.30	626.08	In Med	In Med	In Med	13.20	27.79	1,305.38	5,861.76
Market Adjusted Sunnyvale Total Compensation				4,902	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	686.71	626.08	In Med	In Med	In Med	14.16	29.90	1,356.85	6,258.77
Final Sunnyvale Total Compensation			06/22/03	4,897	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	685.98	626.08	In Med	In Med	In Med	14.16	29.87	1,356.09	6,252.83

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:					6,083.45
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)					6,136.05
Sunnyvale Total Compensation (Current):					5,861.76
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):					2.0%
Market Average Total Compensation + % Adjustment:					6,258.77
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:					397.01
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat					7.58%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):					-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:					7.47%
Current Annual Salary:	54,676.54	Final Annual Salary:	58,760.88	Difference:	4,084.34
Current Monthly Salary:	4,556.38	Final Monthly Salary:	4,896.74	Difference:	340.36
Current Hourly Salary:	26.2868	Final Hourly Salary:	28.2504	Difference:	1.9636

Notes:

Mountain View - No wage increases; employees will receive $715 lump-sum and 3 vacation days; bi-weeky calculation changed to 26 weeks instead of 26.089.

Alameda - PW Maintenance Worker II title changed to Maintenance Worker II.

San Mateo - No wage increases in 2002; negotiations in 09-2003.

FY 02/03 increase 7.46%

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DATA AS OF 07/15/03

Johnson & Associates LLC

CITY OF SUNNYVALE SURVEY
EMPLOYEES ASSOCIATION CLASSES
BENCHMARK CLASSIFICATION: **WATER POLLUTION CONTROL OPERATOR**

WATER POLLUTION CONTROL OPERATOR

Agency	Unit	Position	Salary Effective Date	Top Step Base Salary	City-Paid Employee PERS	Normal Cost FY 2003/04	Total PERS %	Social Security Emp Paid	City Contr Deferred Comp %	Total Retirement Contrib %	Total Retirement Paid $	Maximum Agency Contribution (monthly) Medical	Dental	Vision	EAP	Life	LTD [1]	Sub-Total Benefits	Total Comp
Dublin/San Ramon Services Distr	Stn Eng	Wastewater Treatment Plant Operat	01/13/03	5,619	0.0%	7.058%	7.058%	10.9%	0.00%	17.908%	1006.25	1,167.00	138.29	30.56	7.95	16.70	39.33	2,406.08	8,025.08
Hayward	SEIU-main	Water Pollution Control Facility Oper	05/01/03	4,865	7.0%	8.084%	15.084%	0.0%	1.73%	16.814%	817.99	1,425.00	108.33	20.68	5.86	8.10	NP	2,385.96	7,250.96
Palo Alto	SEIU	Water Quality Control Plant Operato	05/01/03	5,249	7.0%	8.087%	15.087%	0.0%	0.00%	15.087%	791.92	1425.00	164.21	10.00	2.75	15.75	11.17	2,420.79	7,669.79
San Jose	Op Eng	Plant Operator	04/13/03	5,609	0.0%	15.200%	15.200%	0.0%	0.00%	15.200%	852.57	582.64	85.50	0.00	3.87	5.40	0.00	1,529.98	7,138.98
San Leandro	EA 21	Plant Operator (Journey)	01/01/03	5,187	8.0%	9.079%	17.079%	6.2%	0.00%	23.279%	1207.48	673.95	70.87	NP	3.80	8.80	17.64	1,982.54	7,169.54
South Bay Systems Authority	Stn Eng	Operator	12/22/02	5,302	0.0%	6.756%	6.756%	0.0%	0.00%	6.756%	358.20	673.95	135.20	10.75	6.09	75.00	86.95	1,346.15	6,648.15 Low
Union Sanitary District	n/a	Plant Operator II	03/01/03	5,082	6.0%	7.950%	13.950%	0.0%	0.00%	13.950%	708.94	667.14	119.00	24.86	n.a	8.00	76.00	1,603.94	6,685.94
Market Average Salary:				5,273														**Market Average Total Compensation:**	7,226.92
Sunnyvale Total Compensation (Current)			current	5,431	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	760.82	626.08	In Med	In Med	In Med	15.84	33.13	1,435.87	6,866.78
Market Adjusted Sunnyvale Total Compensation				5,956	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	834.35	626.08	In Med	In Med	In Med	17.28	36.33	1,514.04	7,469.85
Final Sunnyvale Total Compensation			06/22/03	5,950	7.0%	7.009%	14.009%	0.0%	0.00%	14.009%	833.47	626.08	In Med	In Med	In Med	17.28	36.29	1,513.13	7,462.69

1 - Sunnyvale LTD rate of $0.61 per $100; $11,194 salary cap.

0.00

Market Average Total Compensation:	7,226.92
Adjusted Market Average Total Compensation (Starting 2001-02 must delete lowest paid benchmark, but must have minimum of 5 benchmarks)	7,323.38
Sunnyvale Total Compensation (Current):	6,866.78
Sunnyvale should equal Market Average Total Compensation + 0% (2000-01), 1% (2001-02), 1.5% (2002-03), 2% (2003-04):	2.0%
Market Average Total Compensation + % Adjustment:	7,469.85
Difference between Market Average Total Compensation + % Adjustment and Sunnyvale Total Compensation (Current) in dollars:	603.07
% Adjustment Needed to Top Step Base Salary for Sunnyvale Total Compensation (Current) to equal Adjusted Market Average Total Compensat	9.66%
Other MOU-Specified Adjustments (Employer Paid Member Contribution):	-0.1161%
Adjusted Percentage Increase to Top Step Base Salary for Sunnyvale Total Compensation:	**9.55%**

Current Annual Salary:	65,170.98	Final Annual Salary:	71,394.80	Difference:	6,223.83
Current Monthly Salary:	5,430.91	Final Monthly Salary:	5,949.57	Difference:	518.65
Current Hourly Salary:	31.3322	Final Hourly Salary:	34.3244	Difference:	2.9922

FY 02/03 increase 7.79%

Notes:
South Bay Systems Authority - Life insurance coverage increased from $50k to $150k.
Dublin/San Ramon Services District - District paid employee PERS (7%) moved to based salary; 75% of employee FICA (4.6%) paid by employer; LTD is based on 2/3 of base salary.
Union Sanitary District - District paid employee PERS is now 6% (employee pays 2% of 8% cost now that District is at 2.5%@55 benefit level).
San Jose - No vision coverage.